



CASPER POLICE DEPARTMENT

City of Casper, Wyoming

JAMES L. WETZEL
Chief of Police

201 North David Street
1st Floor
Casper, Wyoming 82601

21 July 2014

LATERAL-ENTRY PROGRAM

Subject to the lateral-entry requirements, the Casper Police Department offers a lateral transfer program for officers with prior qualifying law enforcement experience.

At the time of application, applicants for lateral-entry appointment shall:

- Be twenty-one (21) years old.
- Be a citizen of the United States.
- Have a high school diploma or GED.
- Have two (2) years previous related qualifying experience in good standing within the three year period immediately preceding the application. Related qualifying experience shall consist of full-time paid employment as a Police Officer in a full service Police Department; such experience must include a minimum of two (2) years uniform patrol duty.*

** Military Police, Detention/Correction Officer, Reserve Officer, University/Campus Police, Park Ranger/Park Police, Capitol Police, Detention/Jail/Court Security Sheriff's Deputy or Marshall, Special District Police, Railroad Police, and Federal law enforcement personnel will NOT be considered as previous related qualifying experience. Duty as a Sheriff's Deputy or State Patrol Trooper will be considered related qualifying experience as long as such experience meets the minimum two (2) years of uniform patrol duty requirement.*

Lateral applicants must be currently certified as a Peace Officer in Wyoming or in a state with a reciprocity agreement with Wyoming per Wyoming Peace Officer Standards and Training (POST) Rules and Regulations, Chapter 3, Section 7(c)(i)(A).

If not currently certified in Wyoming, lateral applicants must:

- Provide documentation of successful completion of a peace officer basic program that is, in the POST Commission's opinion, comparable to (equal to or greater than) the Wyoming Peace Officer Basic Course offered at the time the applicant attended his/her course; AND
- Take and pass the Wyoming POST challenge test, as well as the Wyoming Criminal Law and Procedures Course, and domestic violence course offered through the Wyoming Law Enforcement Academy.

The Casper Police Department uses the following additional criteria when selecting lateral applicants from municipalities to participate in the lateral testing process:

- Service in a city or town of at least 4500 population as defined by city-data.com; OR
- Service in a city or town that is part of a larger metropolitan area with at least 30,000 population.



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LATERAL-ENTRY SALARY & STIPEND BENEFIT

SALARY: The salary of an applicant hired under the Lateral-Entry Program will be determined by past time-in-service, and quality and depth of experience in service. Salary increases for lateral hires may be available at the Chief of Police's discretion based on a past experience assessment, and satisfactory performance through the first six (6) months of the Department's eighteen (18) month probationary period. The past experience assessment will consider the years of prior service, accumulated relevant training, and quality and depth of the lateral officer's experience in comparison to the expected level of experience of an average officer with equivalent time in service policing city of Casper. All Lateral-Entry officers will be hired at Grade PB29 (Police Officer) - Step 1. Once eligible after satisfactorily completing the first six (6) months, lateral hires may petition the Chief of Police to be placed in the following step program according to their experience:

- 2 to 4 years' experience: Grade PB29 (Police Officer) – Step 2 (\$53,622.40)
- 4 to 6 years' experience: Grade PB29 (Police Officer) – Step 3 (\$56,284.80)
- 6 to 10 years' experience: Grade PB29 (Police Officer) – Step 4 (\$59,134.40)
- Over 10 years' experience: Grade PB29 (Police Officer) – Step 5 (\$62,108.80)

* These step rates do not include applicable rates of education pay:

- 32 semester hours: \$0.14/hr
- AA/AS degree: \$0.35/hr
- BA/BS degree: \$0.52/hr

STIPEND BENEFIT: Upon successful and satisfactory completion of the lateral-entry officer's first six (6) months of employment, to include successful and satisfactory completion of the Casper Police Department's formal Police Training Officer (PTO) Program, the lateral-entry officer may be eligible upon request for a one-time stipend benefit of \$1,500 to \$5,000. The amount of benefit provided will be upon the discretion of the Chief of Police and based on factors such as distanced traveled to relocate, depth of experience, critical special skills fitting the needs of the Department, etc.

Following payout of the stipend benefit, lateral-entry officers terminated within the eighteen (18) month probationary period or for cause within the first twenty-four (24) months of employment, or voluntarily leaving the Department within the first thirty-six (36) months of employment will be required to pay back the full stipend benefit.



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LATERAL-ENTRY APPLICATION PROCESS

The application/hiring process for lateral-entry is the same as new entry level applicants pursuant to the current Civil Service Rules and Regulations with the following exceptions and/or additions:

- Wyoming POST multi-jurisdictional written test is waived for lateral-entry applicants.
- The extent of involvement in **any** illicit drug is subject to review to determine suitability for employment. The following illegal drug use disqualifiers will be applied to lateral-entry applicants:
 - Illegal or legal possession, including illegal or legal use or experimentation, of *marijuana* **ever** during their commissioned/certified public safety career or within the last six (6) years.
 - Illegal possession, including illegal use or experimentation, of *any controlled substance*, other than marijuana, to include *prescription drugs, narcotics, stimulants (methamphetamine, cocaine, etc.), hallucinogens (LSD, mushrooms, etc.), steroids, etc.*, **ever** during their commissioned/certified public safety career or within the last eight (8) years.
 - Illegal sale, distribution, financing, or manufacturing of any controlled substances or drugs, including steroids, or obtaining of such substances through illegal use of a prescription(s) **ever** as an adult.
- Conviction of, or deferred judgment for, or combination of two (2) or more misdemeanor crimes or petty offenses, other than traffic offenses, under Federal or State law, or violations of municipal or county ordinance within the last six (6) years.